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## Timothy Draper

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ATTORNEY GENERAL

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DEPARTMENT OF JUSTICE  
SACRAMENTO OFFICE

August 9, 2021

Anabel Renteria  
Initiative Coordinator  
Office of the Attorney General  
State of California  
PO Box 994255  
Sacramento, CA 94244-25550

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INITIATIVE COORDINATOR  
ATTORNEY GENERAL'S OFFICE

Re: Request for Title and Summary for Proposed Initiative

Dear Initiative Coordinator:

With this letter I submit a proposed statewide ballot measure in accordance with Article II of Section 10(d) of the California Constitution. I am the proponent of the measure and a registered voter in the State of California. Please prepare a circulating title and summary of the measure as provided by law.

Enclosed with this letter and text of the proposed measure is a check in the amount of \$2,000 and the affidavits required by the Elections Code.

Thank you for your time and attention processing my request.

Sincerely,



Timothy Draper

## INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE VOTERS

## SECTION 1. STATEMENT OF FINDINGS AND DECLARATION OF PURPOSE

(a) Most public employees are protected in their jobs under California's civil service law. Civil service laws protect public employees by ensuring that hiring and promotion is based on merit. Such laws also provide public employees important due process protections in connection with suspension and termination. These laws do not apply to employment in the private sector.

(b) After the Legislature authorized collective bargaining by public employee unions, public employment costs have exploded, including taxpayer funded pensions and lifetime health benefits not enjoyed by employees in the private sector. Worse yet, some public employee unions have used their money and power to protect bad employees engaged in unspeakable misconduct and others who have completely failed at their jobs.

(c) Therefore, the people hereby amend their Constitution to put an end to this abuse and financial catastrophe.

## SECTION 2. CONSTITUTIONAL AMENDMENT

Section 1.5 is added to article VII of the California Constitution to read:

Sec.1.5(a) No public employee shall have the right to form, join, or participate in the activities of a public employee labor organization for the purpose of representing said employees on matters of employer-employee relations.

(b) For purposes of this section:

(1) "Public employee" means any employee of the State and any of its political subdivisions including, but not limited to, counties, cities, charter counties, charter cities, charter city and counties, school districts, the University of California, special districts, boards, commissions, and agencies of the State or any political subdivision.

(2) "Public employee labor organization" means an organization of any kind, or any agency, employee representation committee, or plan in which public employees participate and which exists for the purpose, in whole or in part, of dealing with employer-employee relations including, but not limited to, wages, rates of pay, benefits, hours of employment, grievances, labor disputes, or conditions of work.

(c) The Legislature or the legislative body employing a public employee may provide a severance payment, not to exceed 12 months of employee pay, to any public employee who desires to terminate their employment within 90 days of the enactment of this section.

## SECTION 3. GENERAL PROVISIONS

(a) If any provision of this section, or any part thereof, is for any reason held to be invalid or unconstitutional, the remaining provisions shall not be affected, but shall remain in full force and effect, and to this end the provisions of this act are severable.

(b) This section is not intended to interfere or extinguish any memorandum of understanding or collective bargaining agreement between a public employee organization and an employer existing at the time of the enactment of this section. Upon enactment of this section, no new or amended memorandum of understanding or collective bargaining agreement shall be valid or enforceable.